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13. ABSTRACT (Maximum 200 Words)  This Instruction reissues DoD Instruction 1312.1, dated July 27, 1981, to implement policy and update responsibilities and procedures for the collection and maintenance of military and civilian occupational information to meet DoD requirements; authorizes the continued publication of DoD 1312.1-I to maintain a DoD occupation coding structure that groups similar Service occupations from one or more publications into a logical and consistent structure suitable for a variety of analytical purposes; directs establishment of a DoD-level master occupational data base (ODB) to provide standardized information on Service occupational classification codes and crosswalks to Federal government and private sector civilian occupational classifications; and establishes the DoD Military Occupational Classification Joint Service Working Group.			
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# Department of Defense INSTRUCTION

August 9, 1995  
NUMBER 1312.1

USD(P&R)

SUBJECT: Department of Defense Occupational Information Collection and Reporting

- References:
- (a) DoD Instruction 1312.1, "Maintenance of DoD Occupational Conversion Manual," July 27 1981 (hereby canceled)
  - (b) DoD 1312.1-I, "DoD Occupational Conversion Index," September 1993, authorized by DoD Instruction 1312.1, July 27, 1981
  - (c) DoD 5025.1-M, "DoD Directives System Procedures," August 1994, authorized by DoD Directive 5025.1, June 24, 1994
  - (d) DoD Directive 8320.1, "DoD Data Administration," September 26, 1991
  - (e) through (k), see enclosure 1

## A. REISSUANCE AND PURPOSE

This Instruction:

1. Reissues reference (a) to implement policy and update responsibilities and procedures for the collection and maintenance of military and civilian occupational information to meet DoD requirements.
2. Authorizes the continued publication of reference (b), consistent with reference (c) to maintain a DoD occupation coding structure that groups similar Service occupations from one or more populations into a logical and consistent structure suitable for a variety of analytical purposes.
3. Directs establishment of a DoD-level master occupational data base (ODB) to provide standardized information on Service occupational classification codes and crosswalks to Federal government and private sector civilian occupational classifications.
4. Establishes the DoD Military Occupational Classification Joint Service Working Group.

## B. APPLICABILITY

This instruction applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Unified Combatant Commands, and the Defense Agencies. The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps, and the Coast Guard.

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## C. POLICY

It is DoD policy that:

1. OSD shall monitor the Military Services' occupational classification systems and provide assistance and guidance, where appropriate.
2. The Military Services shall provide occupational information, as defined and required by this Instruction, to the Director, Defense Manpower Data Center (DMDC).
3. The information collected, stored, and maintained in the DoD occupational data base must comply with the standards prescribed in DoD Directive 8320.1 and DoD 8320.1-M-1 (references (d) and (e)) and this Instruction.

## D. RESPONSIBILITIES

1. The Under Secretary of Defense for Personnel and Readiness shall:

- a. Provide overall policy and guidance for this Instruction.
- b. Monitor and evaluate the content, consistency, completeness, and currency of military occupational data.
- c. Provide a representative to chair the DoD Military Occupational Classification Joint Service Working Group.
- d. Ensure that the Director, Defense Activity for Non-Traditional Education Support (DANTES) shall:

(1) Establish procedures to ensure all updates to the American Council on Education (ACE) "Guide to Evaluation of Educational Experiences in the Armed Services" are forwarded to the Director, DMDC as indicated in Sections E. and F., below.

(2) Provide a representative to the DoD Military Occupational Classification Joint Service Working Group. This representative will review Service occupational changes to determine their impact on the "ACE Guide" and provide technical advice to the Director, DMDC, on updates of the related ODB data tables.

- e. Ensure that the Director, Defense Manpower Data Center, shall:

(1) Act as OSD point of contact for DoD military and Federal civilian occupational information and crosswalk of military to civilian occupations.

(2) Develop and maintain the DoD ODB, serving as requester, custodian and receiver of all Military Service and civilian occupational information updates.

(3) Provide quality control (in coordination with the Military Services and other Federal Government Agencies), report generation, inquiry capability, and administrative support to users of occupational information.

(4) Appoint a representative to chair the DoD Military Occupational Classification Joint Service Working Group for the Under Secretary of Defense for Personnel and Readiness, convene the meetings, and take final action on recommendations and findings of the group.

(5) Develop both standard and management information/executive information system applications to improve utility and accessibility of the ODB, as determined by user needs and cost-effectiveness of the proposed modification.

2. The Secretaries of the Military Departments shall ensure that the Military Services:

- a. Implement this Instruction.
- b. Develop and implement occupational classification identifiers and specifications according to their internal Service policies.
- c. Establish procedures to provide Service occupational updates, in both automated and non-automated format, to the Director, DMDC, for inclusion in the DoD ODB as indicated herein.
- d. Provide the name, title, telephone number, and address of their designated point of contact to the Director, DMDC, within 60 days after publication of this Instruction.
- e. Designate a maximum of two representatives to the DoD Military Occupational Classification Joint Service Working Group from the office(s) responsible for the development, issuance, and implementation of military occupational classification identifiers. These representatives will review and validate occupational identifiers and related information for their Service.

#### E. PROCEDURES

1. The Military Services shall furnish three printed copies of each new or revised occupational classification publication and one copy of the automated media used for preparation of the publication manuscripts to the Director, DMDC. Initially, Service occupational information and effective dates will be extracted from both printed and electronic source files. Specific procedures and instructions for fully automated Service reporting of updated ODB information will be published in a future revision of this Instruction. A listing of current Service and Federal agency publications required for maintenance of the ODB and shipping instructions is at enclosure 2.

2. DANTES shall furnish three printed copies and one automated media file of each update or change to the ACE Guide to the Director, DMDC.

3. The DMDC shall:

a. Enter new and revised Service and DoD military occupational identifier information on the ODB within 60 days of receipt from the Services and DANTES. A description of each Service ODB data table, to include data elements and sources of information, is in enclosure 3.

b. Conduct quality edits of ODB data, to include verification of DoD Occupation Conversion Codes.

c. Obtain comparable civilian occupation information from the Office of Personnel Management (OPM) and the National Occupational Information Coordinating Committee (NOICC).

d. Complete the crosswalk of military occupations to the various civilian occupational classifications (e.g., OPM, CENSUS, occupational employment statistics (OES), civilian instructional programs (CIP), and standard occupation codes (SOC)) and enter associated civilian codes on the ODB.

e. Use the ODB in the development of the verification of military experience and training documents under 10 U.S.C. 1143(a) (reference (f)) by matching occupational codes in the ODB to those maintained by DMDC in the military personnel files submitted by the Services under DoD Instructions 1336.5 and DoD 7730.54 (references (g) and (h)).

f. Convene the DoD Military Occupational Classification Joint Service Working Group biannually (January and July), or as required, to validate occupational information for each Service and associated DoD and civilian occupation codes. The group will also recommend changes to DoD occupation code definitions and ODB enhancements to improve customer support, where appropriate.

g. Review and take final action on recommendations of the DoD Military Occupational Classification Joint Service Working Group.

h. Enter approved changes on the ODB and associated DMDC data systems.

i. Produce and distribute updated military and civilian occupational information, in printed and automated formats, to meet user requirements (e.g., DoD, Federal, and State agencies and educational institutions). A listing of current products, with examples of their applications, is in enclosure 4.

j. Provide ad hoc reports to meet specific user needs, including special one-time requirements.

## F. INFORMATION REQUIREMENTS

In accordance with DoD 8910.1-M (reference (i)), DoD Directive 8910.1 (reference (j)) and 41 CFR 201-45 (reference (k)), the reports information requirements entitled, "DoD Occupational Information Requirements and Reporting," are assigned Reports Control Symbol (RCS) DD-PR(AR)959. The frequency of reporting is as follows:

1. Service occupational classification publications (printed and electronic copies); within 30 days of issuance.
2. DANTES publication "Guide to the Evaluation of Educational Experiences in the Armed Services;" within 30 days of issuance for printed copies and quarterly for electronic updates.
3. NOICC Crosswalk (electronic files); within 30 days after changes to civilian occupational classifications and linkages are entered on the NOICC crosswalk data base.

## G. EFFECTIVE DATE

This Instruction is effective immediately.



Edwin Dorn  
Under Secretary of Defense for  
Personnel and Readiness

## Enclosures - 4

1. References
2. Required Publications and Data Files
3. Description of ODB Data Tables and Sources of Information
4. Summary of ODB Products and Services

REFERENCES, continued

- (e) DoD 8320.1-M-1, "Data Element Standardization Procedures," January 1993, authorized by DoD Directive 8320.1, September 26, 1991
- (f) Section 1143(a) of title 10, United States Code
- (g) DoD Instruction 1336.5, "Automated Extracts of Active Duty Military Personnel Records," August 17, 1993
- (h) DoD Instruction 7730.54, "Reserve Components Common Personnel Data System (RCCPDS)," March 15, 1991
- (i) DoD 8910.1-M, "DoD Procedures for Management of Information Requirements," November 1986, authorized by DoD Directive 8910.1, June 11, 1993
- (j) DoD Directive 8910.1, "Management and Control of Information Requirements," June 11, 1993
- (k) Title 41, Code of Federal Regulations, Part 201-45, "Federal Information Resources Management," current edition

REQUIRED PUBLICATIONS AND DATA FILES

A. ARMY

1. Army Regulation 611-1, Military Occupational Classification Structure Development and Implementation.
2. Army Regulation 611-101, Commissioned Officer Classification System.
3. Army Regulation 611-112, Manual of Warrant Officer Military Occupational Specialties.
4. Army Regulation 611-201, Enlisted Career Management Fields and Military Occupational Specialties.
5. DA 611 Series Circular, Implementation of Changes to the Military Occupational Classification and Structure.
6. DAPC-237, Personnel Occupational Specialty Code-Edit (POSC-Edit) File.

B. NAVY

1. Manual of Navy Officer Manpower and Personnel Classifications NAVPERS 15839x, Volume I - Major Code Structures.
2. Manual of Navy Officer Manpower and Personnel Classifications NAVPERS 15839x, Volume II - The Officer Data Card.
3. Navy Officer Career Planning Guidebook NAVPERS 15605.
4. Navy Officer Subspecialty System Handbook (PERS 213D).
5. Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards NAVPERS 18068x, Volume I Part A - Occupational Standards (OCCSTDs).
6. Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards NAVPERS 18068x, Volume II - Navy Enlisted Classifications (NECs).



### C. MARINE CORPS

1. Marine Corps Order (MCO) P1200.7, Military Occupational Specialties Manual (MOS Manual).

2. Marine Corps Order (MCO) 1510 Series, Individual Training Standards "MOS Duties" (in electronic format only).

### D. AIR FORCE

1. Air Force Manual (AFMAN) 36-2105, Officer Classification.

2. Air Force Manual (AFMAN) 36-2108, Airman Classification.

### E. COAST GUARD

1. Commandant Instruction (COMDTINST) M1414.9A, Enlisted Qualification Codes Manual.

2. Commandant Instruction (COMDTINST) M1040.2A, Coast Guard Officer Career Development Guidebook

### F. DANTES

Handbook "Guide to the Evaluation of Educational Experiences in the Armed Services" printed and electronic updates.

### G. OPM

1. OPM Handbook "Occupational Groups and Series."

2. OPM Handbook "Job Grading System for Trades and Labor Occupations."

3. OPM to OES Code Crosswalk (Electronic File).

### H. NOICCC

NOICC Crosswalk File. This automated file links Dictionary of Occupational Titles (DOT) codes with the following Federal civilian occupational classifications:

1. CENSUS - Census Occupational Classifications

2. CIP - Classification of Instructional Programs

3. GOE - Guide for Occupational Exploration

4. OES - Occupational Employment Statistics
5. SOC - Standard Occupational Classification

I. SHIPPING INSTRUCTIONS

Printed and electronic copies of the above publications and files shall be sent at least first class to the following address:

Defense Manpower Data Center  
ATTN: Occupational Data Base (ODB) File Manager  
1600 Wilson Boulevard, Suite 400  
Arlington, VA 22209-2593

DESCRIPTION OF ODB DATA TABLES AND SOURCES OF INFORMATION

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS'	SOURCE
Army-Enlisted	AECMF	Career Management Field (CMF) Code, Title, Proponent, Description and Duties	AR 611-201
	AECMFQAL	CMF Code, Type of Qualification and Description	AR 611-201
	AECMFPCP	CMF Code, Military Occupational Specialty (MOS) and Skill Level, Feeder MOS and Career Progression MOS Patterns	AR 611-201
	AEHIST	MOS Code, Definition Code, Disposition Code, Replacement or Former MOS/Additional Skill Identifier (ASI) and Type (MOS/ASI)	AR 611-201
	AEMOC	MOS Code, Title, CMF, Component, Citizenship Requirements, Minimum Security Clearance Requirements, Gender Restrictions, Physical Demands Rating, Physical (PULHES) Requirements, Related DoD Occupation Codes, Armed Services Vocational Aptitude Battery (ASVAB) Category and Minimum Score Requirements and MOS Description	AR 611-201 DoD 1312.1-I
	AEMOCREL	MOS Code, Relation Type (ASI/Special Qualification Identifier (SQL)), and Related ASI/SQL Code	AR 611-201
	AEASI	ASI Code Title, Description, Qualifications and Restrictions	AR 611-201
	AESQI	SQL Code Title, Description, Qualifications and Restrictions	AR 611-201
	AEMOCREQ	MOS Code, Type Requirement (Training, Physical, Medical or Miscellaneous), and Description of the Requirement	AR 611-201
	AEMOCDOT	MOS Code, Related Dictionary of Occupational Titles (DOT) Codes and Compatibility "Value" Code	DoD Crosscode
	AESKL	MOS Code, Skill Level Code, Skill Type (Task or Duty), Skill Task Category and Description of Associated Duties or Tasks	AR 611-201

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	AESKLPR	MOS Code, Skill Level, and Description of Physical Requirements	AR 611-201
	AEMOCCEN	MOS Code, Related Bureau of the Census (CENSUS) Codes, and Compatibility "Value" Code	DoD Master Crosswalk
	AEMOCCIP	MOS Code, Related Classification of Instructional Program (CIP) Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AEMOCOES	MOS Code, Related Occupational Employment Statistics (OES) Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AEMOCOPM	MOS Code, Related Office of Personnel Management (OPM) Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AEMOCSOC	MOS Code, Related Standard Occupational Classification (SOC) Codes and Compatibility "Value" Code	DoD Master Crosswalk
Army-Commissioned Officers	AOBRANCH	Branch/Functional Area Code, Title, Proponent, Type (Branch or Functional Area), Gender Restrictions, Qualifications and Branch/Functional Area Description	AR 611-101
	AOHIST	AOC Code, Definition Code, Disposition Code and Replacement or Former Area of Concentration (AOC) Code	AR 611-101
	AOMOC	AOC Code, Component, Gender Restrictions, AOC Title, Physical (PULHES) Requirements, Related DoD Occupation Codes and AOC Description	AR 611-101 DoD 1312.1-I
	AOMOCDTY	AOC Code and AOC Unique Duty Titles	AR 611-101
	AOMOCQAL	AOC Code and AOC Qualifications	AR 611-101
	AOMOCDOT	AOC Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	AOMOCCEN	AOC Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AOMOCCIP	AOC Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	AOMOCOES	AOC Code, Related OES Code and Compatibility "Value" Code	DoD Master Crosswalk
	AOMOCOPM	AOC Code, Related OPM Code and Compatibility "Value" Code	DoD Master Crosswalk
	AOMOCSOC	AOC Code, Related SOC Code and Compatibility "Value" Code	DoD Master Crosswalk
	AOSIREL	AOC Code and Related Skill Identifier (SI) Codes	AR 611-101
	AOSI	SI Code, Title, Description, Qualifications and Restrictions	AR 611-101
Army-Warrant Officers	AWBRANCH	Branch Code, Title, Gender Restrictions, and Branch Description	AR 611-112
	AWCMF	AOC Code, Title, Gender Restrictions, and AOC Description	AR 611-112
	AWFEED	MOS Code and Enlisted MOS that Feed the Warrant Officer MOS	AR 611-112
	AWHIST	MOS Code, Definition Code, Status Code, Disposition Code, Replacement or Former MOS/ASI Code and Type (MOS/ASI)	AR 611-112
	AWMOC	MOS Code, Title, Licensing Requirements, Component, Gender Restrictions, Physical (PULHES) Requirements and Related DoD Occupation Codes	AR 611-112 DoD 1312.1-I
	AWMOCREL	MOS Code, Relation Type(ASI/SQI) and Related ASI/SQI Codes	AR 611-112
	AWSQI	SQI Code, Title, Description, Qualifications, and Restrictions	AR 611-112
	AWASI	ASI Code, Title, Gender Restrictions, Description, Qualifications, and Other Restrictions	AR 611-112
	AWMOCDOT	MOS Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	AWMOCDTY	MOS Code, Duty Level Code (Warrant, Senior Warrant, or Master Warrant) and MOS Duty Level Description	AR 611-112

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	AWMOCCAL	MOS Code, Qualification Level (Warrant, Senior Warrant, or Master Warrant) and Description of Qualifications	AR 611-112
	AWMOCCEN	MOS Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AWMOCCIP	MOS Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AWMOCOES	MOS Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AWMOCOPM	MOS Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	AWMOCSOC	MOS Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
Navy-Enlisted	NEMOCCP	Rating Code, Rate (Rating with Skill Level), Feeder Rate and Career Progression Rate Patterns	NAVPERs 18068x, Volume I
	NEHIST	Rating Code, Rating Origin Code, Disposition Code and Replacement or Former Rating Code	NAVPERs 18068x, Volume I
	NEMOC	Rating Code, Title, Type Rating (General, Service, Entry, or Exception), Physical (PULHES) requirements, Component, Gender Restrictions, ASVAB Category and Minimum Score Requirements, Related DoD Occupation Codes and Rating Description.	NAVPERs 18068x, Volume I DoD 1312.1-I
	NEMOCDOT	Rating/Navy Enlisted Classification (NEC) Code, Type (Rating or NEC), Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	NEMOCREQ	Rating Code, Requirement Type (Physical, Training, or Citizenship/Security), and Description of the Requirement	NAVPERs 18068x, Volume I
	NEMOCSLD	Rating Code, Skill Level, Functional Area, Task Code, Type (Duty or Functional Area) and Description of Rating/Functional Area Duties by Skill Level	NAVPERs 18068x, Volume I

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	NEMOCCEN	Rating/NEC Code, Type (Rating or NEC), Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NEMOCCIP	Rating/NEC Code, Type (Rating or NEC), Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NEMOCOES	Rating/NEC Code, Type (Rating or NEC), Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NEMOCOPM	Rating/NEC Code, Type (Rating or NEC), Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NEMOCSOC	Rating/NEC Code, Type (Rating or NEC), Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NENEC	NEC Code, Type, Title, Award Criteria (Course Required, On The Job Training (OJT) Authorized, or None), Lowest and Highest Authorized Pay Grade for Personnel and Billets, NEC Description, Component, Gender Restrictions, Related DoD Occupation Codes and Description of NEC Duties	NAVPERs 18068x, Volume II DoD 1312.1-I
	NENECRAT	NEC Code, Rating Type (Prime or Source) and Rating Code	NAVPERs 18068x, Volume II
	NENECCRS	NEC Code and NEC Training Course Number	NAVPERs 18068x, Volume II
	NENECREQ	NEC Code, Requirement Type (General or Required Prior NEC) and NEC Requirements	NAVPERs 18068x, Volume II
	NENECREL	NEC Code and Related NEC Codes	NAVPERs 18068x, Volume II
	NENECHST	NEC Code, Origin Code, Disposition Code, Replacement or Former NEC Code	NAVPERs 18068x, Volume II
	NESTDCA	Navy Standard Functional Area Code and Title	NAVPERs 18068x, Volume I
	NESTD	Navy Standard Code, Description of Standard and Associated Grade	NAVPERs 18068x, Volume I
	NESKLTTL	Navy Enlisted Skill Level Code, Title, and Description	NAVPERs 18068x, Volume I

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
Navy-Officer	NOCMF	Occupation Field/Group, Field/Group Code, Title and Description	NAVPERs 15839x, Volume I
	NOHIST	NOBC Code, Origin Code, Disposition Code and Replacement or Former NOBC	NAVPERs 15839x, Volume I
	NONOBC	NOBC Code, Occupation Field, Occupation Group Code, NOBC Title, Physical (PULHES) Requirements, Component, Gender Restrictions, Related DoD Occupation Codes and NOBC Description	NAVPERs 15839x, Volume I DoD 1312.1-I
	NONOBCRL	NOBC Code and Related NOBC Codes	NAVPERs 15839x, Volume I
	NOMOC DOT	NOBC Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	NOMOC CEN	NOBC Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NOMOC CIP	NOBC Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NOMOC OES	NOBC Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NOMOC OPM	NOBC Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NOMOC SOC	NOBC Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
	NOSHIP	Broad Ship/Station Code, Broad Ship/Station Category Title, Specific Ship/Station Code and Specific Ship/Station Title	NAVPERs 15839x, Volume II
	NODESIG	Designator Code, Title, Component and Description	NAVPERs 15839x, Volume I
	NOAQD	Additional Qualification Designator (AQD) Mission Type Code, AQD Mission Type Title, AQD General Group Code, AQD Mission Class Title, and AQD Award Requirements	NAVPERs 15839x, Volume I



SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS'	SOURCE
	NOSSP	Subspecialty (SSP) Code, Functional Field Description, Education/Training/Experience Group, Education/Training/Experience Field Description, Suffix Code Description, Officer Type Code (Restricted Line, Unrestricted Line or Staff Corps) and Related DoD Occupation Codes	NAVPERs 15839x, Volume I
Marine Corps-Enlisted	MECMF	Occupation Field Code, Title and Description	MCO P1200.7
	MECMFCP	Occupation Field Code, MOS Code, Feeder MOS and Career Progression Patterns	MCO P1200.7
	MEHIST	MOS Code, Origin Code, Disposition Code and Replacement or Former MOS	MCO P1200.7
	MEMOC	MOS Code, Title, MOS Category Code, Occupation Field Code, Lowest and Highest Authorized Paygrades for the MOS, Component, Gender Restrictions, Physical (PULHES) Requirements, Related DoD Occupation Codes, ASVAB Category and Minimum Score Requirements, and MOS Description	MCO P1200.7 DoD 1312.1-I
	MEMOCREL	MOS Code and Related MOS Codes	MCO P1200.7
	MEMOCREQ	MOS Code and Prerequisites for Award of the MOS Code	MCO P1200.7
	MEMOCDTY	MOS Code, Pay Grade and MOS Duties	MCO P1200.7 MCO 1510.xxx
	MEMOCDOT	MOS Code, Related DOT Codes and Compatibility "Value" Code	MCO P1200.7 DoD Crosscode
	MEMOCCEN	MOS Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MEMOCCIP	MOS Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MEMOCOES	MOS Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MEMOCOPM	MOS Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	MEMOCSOC	MOS Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
Marine Corps-Officer	MOCMF	Occupation Field Code, Title and Description	MCO P1200.7
	MOHIST	MOS Code, Origin Code, Disposition Code and Former or Replacement MOS Code	MCO P1200.7
	MOMOC	MOS Code, Title, Category, Occupation Field, Officer Type (Unrestricted, Limited Duty Officer, Warrant, Unrestricted/Warrant, LDO/Warrant), Physical (PULHES) Requirements, Component, Gender Restrictions, Related DoD Occupation Codes and MOS Description	MCO P1200.7 DoD 1312.1-I
	MOMOCDTY	MOS Code and Associated Duties	MCO P1200.7
	MOMOCREQ	MOS Code and Prerequisites for Award of the MOS	MCO P1200.7
	MOMOCDOT	MOS Code, Related DOT Codes and Compatibility "Value" Code	MCO P1200.7 DoD Crosscode
	MOMOCCEN	MOS Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MOMOCCIP	MOS Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MOMOCOES	MOS Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MOMOCOPM	MOS Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	MOMOCSOC	MOS Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
Air Force-Enlisted	FECMF	Utilization Field Code, Title and Description	AFMAN 36-2108
	FECMFCP	Utilization Field Code, Air Force Specialty Code (AFSC)/Shredout/Skill Level Code, Feeder AFSC/Shredout and Career Progression AFSC/Shredout Patterns	AFMAN 36-2108
	FEHIST	AFSC/Shredout Code, Origin Code, Disposition Code and Replacement or Former AFSC/Shredout Code	AFMAN 36-2108

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	FEMOC	AFSC/Shredout Code, AFSC/Skill Level Code, Generic AFSC Code, Shredout Code, CMF for AFSC/Shredout, Component, Gender Restrictions, Type Code (AFSC/Shredout, Authorized for Recruit Only, Chief Enlisted Manager (CEM), Reporting Identifier (RI), or Special Duty Identifier (SDI)), AFSC/Shredout Title, Shredout Title, AFSC/Skill Level Title, Shredout Status for AFSC/Shredout (No Shredout, Authorized without Shredout or Shredout Required), Physical (PULHES) Requirements, Related DoD Occupation Codes, Mechanical, Administrative, General or Electronic (MAGE) Score Requirements, Strength Requirements, and Citizenship Requirements	AFMAN 36-2108 DoD 1312.1-1
	FEMOCQAL	AFSC/Skill Level Code, Type of Qualification (Knowledge, Education, Experience, Training or Other), and Description of the Qualification	AFMAN 36-2108
	FEMOCDSC	Generic AFSC/Skill Level Code and Description	AFMAN 36-2108
	FEMOCDTY	AFSC/Shredout Code, General Duty Description and Specific Duty Description	AFMAN 36-2108
	FEMOCDOT	AFSC/Shredout Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	FEMOCCEN	AFSC/Shredout Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FEMOCCIP	AFSC/Shredout Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FEMOCOES	AFSC/Shredout Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FEMOCOPM	AFSC/Shredout Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FEMOCSOC	AFSC/Shredout Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>11</sup>	SOURCE
	FESEI	Special Experience Identifier (SEI) Code, SEI Group Code, SEI Title, and SEI Description	AFMAN 36-2108
	FESEIATH	SEI Code and Related AFSC/Shredout Codes	AFMAN 36-2108
	FEPREFIX	Prefix Code, Title and Description	AFMAN 36-2108
	FEPFXMOC	Prefix Code and Related AFSC/Shredout Codes	AFMAN 36-2108
	FEPFXQAL	Prefix Code and Qualification for Award of the Prefix	AFMAN 36-2108
	FEPFXREQ	Prefix Code and Prerequisites for Award of the Prefix	AFMAN 36-2108
Air Force-Officer	FOCAREER	Career Area Code, Title, and Description	AFMAN 36-2105
	FOCMF	Utilization Field Code, Career Field Code, Utilization Field Title and Utilization Field Description	AFMAN 36-2105
	FOHIST	AFSC/Shredout Code, Origin Code, Disposition Code and Replacement or Former AFSC/Shredout Code	AFMAN 36-2105
	FOMOC	AFSC/Shredout Code, AFSC/Skill Level Code, Generic AFSC Code, Shredout Code, CMF Code Associated with the AFSC/Shredout, Component, Gender Restrictions, Type Code (AFSC/Shredout, RI, or SDI), AFSC/Shredout Title, Physical (PULHES) Requirements, Shredout Title, Skill Title, Shredout Status (No Shredout, Authorized without Shredout, or Shredout Required), Related DoD Occupation Codes, Strength Requirements, Citizenship Requirements and Restrictions (No Restrictions or Authorized Only with Prefix N or P)	AFMAN 36-2105 DoD 1312-1-I
	FOMOCDSC	AFSC/Skill Level Code and Description	AFMAN 36-2105
	FOMOCQAL	AFSC/Skill Level Code, Type Qualification (Knowledge, Education, Experience, Training, or Other) and Description of Qualifications	AFMAN 36-2105
	FOMOCDOT	AFSC/Shredout Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosswalk

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS'	SOURCE
	FOMOCDTY	Non Skill Specific AFSC Code, General Duty Description for the AFSC/Shredout and Specific Duty Description for the AFSC/Shredout	AFMAN 36-2105
	FOMOCCEN	AFSC/Shredout Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FOMOCCIP	AFSC/Shredout Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FOMOCOES	AFSC/Shredout Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FOMOCOPM	AFSC/Shredout Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FOMOCSOC	AFSC/Shredout Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
	FOPREFIX	Prefix Code, Title, and Description	AFMAN 36-2105
	FOPFXMOC	Prefix Code and Authorized AFSC/Shredout Codes	AFMAN 36-2105
	FOPFXQAL	Prefix Code and Qualifications for Award of the Prefix	AFMAN 36-2105
	FOPFXREQ	Prefix Code and Prerequisites for Award of the Prefix	AFMAN 36-2105
	FOSEIEXP	SEI Code, Title of Related SEI Code Group, Title of the SEI Code and Description of the SEI Code	AFMAN 36-2105
	FOSEIACT	SEI Activity Code, Title and Description	AFMAN 36-2105
Coast Guard-Enlisted	CEMOCCCP	Rating Code, Rating Code and Skill Level, Feeder Rating Code and Skill Level and Career Progression Rating Code and Skill Level Patterns	COMDINST M1414.9A
	CEHIST	Rating Code, Origin Code, Disposition Code and Replacement or Former Rating Code	COMDINST M1414.9A
	CEMOC	Rating Code, Type of Rating (General, Service or Entry), Rating Title, Component, Gender Restrictions, Related DoD Occupation Codes, ASVAB Category and Minimum Score Requirements, and Rating Description	COMDINST M1414.9A DoD 1312.1-I
	CEMOCDOT	Rating Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS'	SOURCE
	CEMOCREQ	Rating Code, Type Requirement (Physical, Training or Citizenship/Security) and Description of the Rating Code Requirement	COMDINST M1414.9A
	CEMOCSLD	Rating Code, Rating Skill Level Code and Description of Rating Skill Level Duties	COMDINST M1414.9A
	CEMOCCEN	Rating Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	CEMOCCIP	Rating Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	CEMOCOES	Rating Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	CEMOCOPM	Rating Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	CEMOCSOC	Rating Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
	CEQC	Qualification Code, Type of Qualification, Title of Qualification, Award Criteria (Course Required, OJT Authorized or None), Lowest and Highest Authorized Paygrade for Personnel and Billets, Description of the Qualification, Component, Gender Restrictions, Related DoD Occupation Codes, and Description of Qualification Code Duties	COMDINST M1414.9A DoD 1312.1-I
	CEQCRESP	Qualification Code and Related Responsibilities	COMDINST 1414.9A
	CEQCEL	Qualification Code and Eligibility Requirements	COMDINST 1414.9A
Coast Guard-Officer	COCMF	Occupation Field/Group Code, Type Code (Field or Group), Title and Description	COMDINST M5320.7M
	COHIST	Coast Guard Officer Billet Classification (COBC) Code, Origin Code, Disposition Code and Replacement or Former COBC Code	COMDINST M5320.7M



SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	COCBC	COBC Code, Occupation Field, Occupation Group, COBC Occupation Field Title, Component, Gender Restrictions, Related DoD Occupation Codes and COBC Occupation Field Description	COMDINST M5320.7M DoD 1312.1-I
	COMOCDOT	COBC Code, Related DOT Codes and Compatibility "Value" Code	DoD Crosscode
	COMOCCEN	COBC Code, Related CENSUS Codes and Compatibility "Value" Code	DoD Master Crosswalk
	COMOCCIP	COBC Code, Related CIP Codes and Compatibility "Value" Code	DoD Master Crosswalk
	COMOCOES	COBC Code, Related OES Codes and Compatibility "Value" Code	DoD Master Crosswalk
	COMOCOPM	COBC Code, Related OPM Codes and Compatibility "Value" Code	DoD Master Crosswalk
	COMOCSOC	COBC Code, Related SOC Codes and Compatibility "Value" Code	DoD Master Crosswalk
	COEXI	Experience Indicator (EXI) Code, Functional Field Description, Education/Training/Experience Group, Education/Training/Experience Field Description, Suffix Code Description, and Officer Type (Restricted Line, Unrestricted Line or Staff Corps)	COMDINST M5320.7M
American Council of Education (ACE)	ACETTL	ACE Number, Service of Occupation, Service Related Military Occupation Code (MOC), Skill Level Associated with the ACE Code, Military Personnel Class (MPC), and ACE Code Title	ACE Guide to the Evaluation of Educational Experiences in the Armed Services
	ACEDESC	ACE Number, Service of Occupation, Service Related MOC, Skill Level Associated with the ACE Code, MPC, and ACE Description	ACE Guide
	ACERCM	ACE Number, Service of Occupation, Skill Level Associated with the ACE Code, MPC, and ACE Recommendation	ACE Guide

SERVICE-CATEGORY	TABLE NAME	DATA ELEMENTS <sup>1</sup>	SOURCE
	ACEAQDSC	Additional Qualification Code, Service of Additional Qualification, MPC, Type of Additional Qualification and Description of Additional Qualification Code	ACE Guide
	ACEAQ TTL	Additional Qualification Code, Service of Occupation, MPC, Type of Additional Qualification and Title of Additional Qualification Code	ACE Guide
Crosswalk	DOT	DOT Codes and Titles	NOICC Crosswalk File DoD Crosscode
	CIP	CIP Codes and Titles	NOICC Crosswalk File DoD Master Crosswalk
	OES	OES Codes and Titles	NOICC Crosswalk File DoD Master Crosswalk
	OPM	OPM Codes and Titles	OPM Crosswalk File DoD Master Crosswalk
	SOC	SOC Codes and Titles	NOICC Crosswalk File DoD Master Crosswalk
	CENSUS	CENSUS Codes and Titles	NOICC Crosswalk File DoD Master Crosswalk
DoD Occupational Codes	DODOCC	Pending Development <sup>2</sup>	DoD 1312.1-1 (Note 2)

<sup>1</sup> The "earliest date" and "latest date" are standard data elements on all ODB tables for initial data entry and each subsequent change.

<sup>2</sup> The current DMDC DoD Occupational Index data base will be retained until full development of the ODB.



SUMMARY OF ODB PRODUCTS AND SERVICES

PRODUCT/SERVICE	DESCRIPTION	APPLICATIONS
DoD Occupational Conversion Index (DoD 1312.1-I, reference (b))	Groups Service officer and enlisted military occupational specialties and Civil Service occupation codes under designated DoD Occupation Codes (Officer and Enlisted). Civilian occupations are included under the applicable Officer and Enlisted grouping, based on type of duties and grade levels.	Manpower Management Policy Planning Personnel Acquisition, Classification and Management Training Management Resource Management
Crosscode File	Provides "crosscoding" between military occupational codes of the four Armed Services and the Coast Guard and their civilian counterparts as defined by the Dictionary of Occupational Titles (DOT).	Transition Support and Services Mobilization Planning Student Testing Program Personnel Classification
Master Crosswalk File	Provides "crosswalking" between military occupational codes of the four Armed Services and the Coast Guard and their civilian counterparts as defined by the Dictionary of Occupational Titles (DOT), and then reflects equivalent codes in six national classifications.	State and Federal Job Programs DoD Personnel Survey Program Transition Support and Services Personnel Acquisition, Classification and Management Mobilization Planning
Military Occupational and Training Data (MOTD) File	Describes the diverse enlisted and officer employment and training opportunities available in the Army, Navy, Marine Corps, Air Force, and Coast Guard.	DoD "Military Careers Guide" DoD "OCCU-FIND Booklet" State and Federal Job Programs Transition Support and Services Career Information Delivery Systems (CIDS) Support